



INTERNATIONAL UNION OF POLICE ASSOCIATIONS

SAM A. CABRAL
International President

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THE ONLY UNION FOR LAW ENFORCEMENT OFFICERS



**Written Testimony of Sam A. Cabral, President
International Union of Police Associations, AFL-CIO
Before the Maryland State Senate Finance Committee
Wednesday, April 5, 2017**

Maryland House Bill 1431, AN ACT concerning Harford County Sheriff – Deputy Sheriffs and Correctional Officers – Collective Bargaining provides for the collective bargaining rights for Harford County Deputy Sheriffs and Corrections Officers.

The International Union of Police Associations, AFL-CIO, represents more than 100,000 active duty, rank and file law enforcement professionals across this nation as well as in Puerto Rico and the U.S. Virgin Islands. We are the only international union specifically chartered for the purposes of representing law enforcement and corrections officers. The I.U.P.A. represents the Harford County Deputy Sheriffs Union, Local 838.

The I.U.P.A. has long believed and advocated that the public's safety is better served when those employees who are on the front line providing public safety, have their voices heard in determining procedures and protocols surrounding that service. We also note that the most effective leaders are those who not only listen to the voices of subordinates, but also seek out their opinions and experiences in carrying out the mission of their organizations.

The Sheriff, the County Executive, our members, and I believe, every member of this august committee desires the same things from and for their police agencies. We all seek to improve hiring and retention, training, professional standards and the highest quality of police services to our communities.

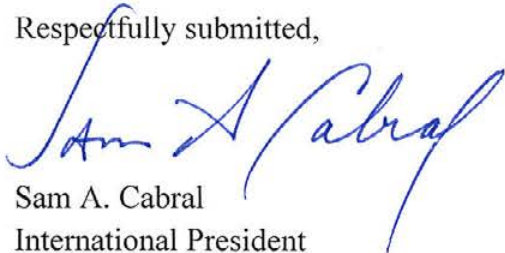
Collective bargaining does NOT weaken the control of our leadership, but in fact, enhances it. There is no binding arbitration provision in the bill; employers are not mandated to agree to any collective bargaining agreement that they cannot afford nor with which they disagree. The Sheriff and County Executive are not required to agree to any settlement that impairs their ability to exercise the control their position requires. The reality then is that this bill mandates that the leaders of our department converse with the elected representatives of the brave men and women who provide for the public's safety.

Labor-management partnerships benefit communities. Labor-management partnerships, which are built on collective bargaining relationships, make police departments more effective by enabling rank and file workers to provide input into the most efficient methods to provide services. Studies show that communities that promote such cooperation not only suffer fewer fatalities of public safety employees, but also enjoy more efficient delivery of emergency services. These relationships also lessen civil suits by enabling management and labor to work out differences in a cooperative, rather than adversarial environment.

HB1431 will not create any financial burden on the employer nor in any way dilute their authority to manage and control their agencies.

I urge you to move this critical legislation forward.

Respectfully submitted,

A handwritten signature in blue ink, reading "Sam A. Cabral". The signature is fluid and cursive, with the first name "Sam" and last name "Cabral" clearly legible.

Sam A. Cabral
International President